



Indiana Committee for Employer Support of the Guard and Reserve
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Above & Beyond Award Press Release

**For Immediate Release Date: Contact: Elizabeth Ransom, PSM
Frito Lay Honored by Department of Defense for Extraordinary Support of Employees
Who Serve in the Indiana National Guard and Reserve**

LAFAYETTE, IN- The Indiana Committee for Employer Support of the Guard and Reserve (ESGR), an agency of the Department of Defense, announced that Indiana's Frito Lay of Frankfort was honored with an "Above & Beyond" award in recognition of extraordinary support of their employees who serve in the Indiana National Guard and Reserve.

Earlier this year 1LT Israel Rodriguez of the United States Army Reserve nominated his supervisor, Mr. Rick Stefaniak for the Employer Support of the Guard and Reserves Patriot Award. In conjunction with The Department of Defense of the United States of America, Mr. Rick Stefaniak, Distribution Manager at Frito Lay of Frankfort was recognized with an "Above & Beyond" Award as a Patriotic Employer for contributing to National Security and Protecting Liberty and Freedom by Supporting Employee Participation in America's National Guard and Reserve.

Mr. Jim Roszell on behalf of Frito Lay attended the ESGR award presentation at United States Army Reserve Center in Lafayette Indiana, where Frito Lay was recognized on July 10, 2010 by the EMPLOYER SUPPORT OF THE GUARD AND RESERVE (ESGR) of INDIANA in conjunction with the Department of Defense of the United States of America and was awarded "The Above & Beyond Award". This award was given to publicly recognize American Employers who provide outstanding patriotic support and cooperation to employees and families of those who have been call to serve.

This award was presented by the Executive Director, Mr. Doug Gibbens of the Indiana Employer Support of the Guard and Reserve and 1LT Israel Rodriguez. This award was given out to only a handful of employers in the state of Indiana who have shown consistent support to its employees for all military training and tours of duty.

Frito Lay has been dedicated to its National Guard employees in support of Operation Enduring Freedom and Operation Iraqi Freedom by ensuring that their jobs would be here upon returning from their tour of duties.

Frito Lay joins with thousands of American Employers who have reviewed and amended their current human resources policies to ensure compliance with the Uniformed Services Employment and Reemployment Rights Act Law (USERRA). A Patriot Award recognizes an employer for his or her support of National Guard and Reserve members. Any service member can nominate their employer for a "Patriot Award" at <http://www.esgr.org>.

As the 1.3 million members of the National Guard and Reserve continue to perform an increasing number of unique missions with America's borders and beyond, ESGR will continue to be the resource for the employers of citizen warriors. ESGR provides education, consultation, and if necessary mediation for employers of Guard and Reserve employees. More information about ESGR Employer Outreach Programs and volunteer opportunities is available at www.esgr.mil, or by calling Indiana ESGR at 1-800-237-2850.